Cp 378
UC94
1985

MINORITY & FEMALE PRESENCE REPORT
UNC-CHAPEL HILL
1985

Cp378
UC94
1985

THE UNIVERSITY OF NORTH CAROLINA
AT
CHAPEL HILL
27514

RISTOPHER C. FORDHAM, III
CHANCELLOR

103 SOUTH BUILDING 005A
(919) 962-1365

MEMORANDUM

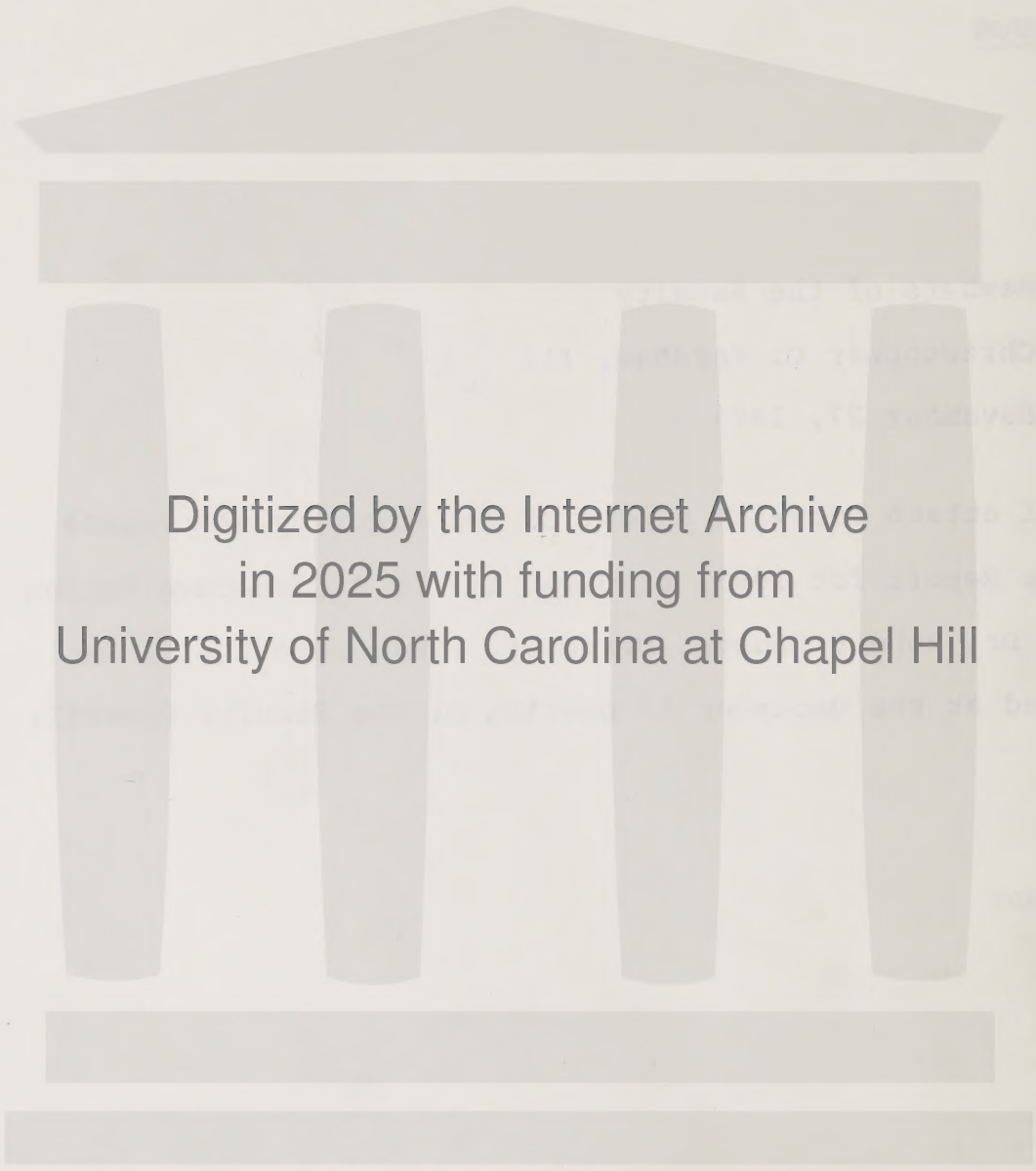
TO: Members of the Faculty

FROM: Christopher C. Fordham, III

DATE: November 27, 1985

I attach herewith a copy of the Minority and Female Presence Report for 1985, prepared by the Affirmative Action Office, Dr. Robert Cannon, Director. This report will be discussed at the December 13 meeting of the Faculty Council.

Attachment



Digitized by the Internet Archive
in 2025 with funding from
University of North Carolina at Chapel Hill

https://archive.org/details/minorityfemalepr1985unse

MINORITY AND FEMALE PRESENCE REPORT - 1985
The University of North Carolina
at Chapel Hill

On September 30th the University of North Carolina at Chapel Hill had a work force of seven thousand two hundred and six (7,206) employees and twenty two thousand and twenty-one (22,021) students. The budget for fiscal year 1985 is approximately $526 million. These figures make the University one of the largest employers in the Research Triangle Area.

The composition of the work force included:

Employment Category	Academic Affairs	Health Affairs	Total
Tenured Faculty	656	553	1209
Tenure Track Faculty	199	251	450
Fixed Term Faculty	72	180	252
EPA Non-faculty	420	207	627
SPA Employees	*	*	4668
TOTAL	1347	1191	7206

A current analysis of the University's work force indicates that a majority of the advertised positions in the two employment classifications - faculty and EPA non-faculty - were in the science related and technical fields. This is a continuation of a trend that is also characteristic of the job market in other universities, private industry and governmental agencies. It is conceivable that the competition among employers to recruit and employ individuals from continuing small availability pools in these areas will ensure that a highly competitive situation will continue to confront some University departments in their recruitment activities.

During the 1984 recruitment period, University departments advertised one hundred and fifty-six (156) tenure track positions. Fifty-seven (57) of these positions were advertised by Academic Affairs departments and the remaining ninety-nine (99) by departments in Health Affairs. Some of the factors that have had an impact on this apparent disparity of available openings: (1) a surplus of doctoral recipients in some academic affairs areas (2) stability of faculty in many of the humanities, social sciences and education and (3) the competition from industry and government to recruit individuals in health, natural sciences and business related disciplines.

---

* SPA employees are listed in the total column only. Employees in many of these categories (architect, accountant, physical plant, etc.) provide support for the entire University.

Report prepared by The Affirmative Action Office - The University of North Carolina at Chapel Hill.

p84913

If Chapel Hill is to retain a competitive position in the current labor market, it will be necessary to develop a consolidated recruitment/retention plan that addresses some of the reasons provided by individuals who either declined offers of employment or who resigned positions in the University to accept positions in other Universities. The development of the initial plan may by necessity concentrate on competition within the higher education industry. In an effort to ascertain some of the factors which should be considered in the development of the plan, this report includes information pertaining to these two areas.

It is often assumed that salary is the primary reason that individuals declined offers of employment at Chapel Hill or resigned from faculty positions to accept employment in other Universities. However, information presented in the Faculty Recruitment Review* and the employee exit information contained in this report does not support this contention. While it is obvious that some of the other factors listed do relate to household income (tuition support, spouse employment, etc.), the proposed salary of the individual being recruited was a factor in declining an offer in only three (3) or approximately ten percent (10%) of the thirty-one (31) offers that were surveyed.

In developing recruitment and retention plans, consolidated departmental plans to attract qualified individuals may suffice. Both the recruitment review and the exit data indicates that white males, females, blacks and other minorities state similar reasons for declining offers and resigning faculty and EPA non-faculty positions. However, similar information should be compiled for a few succeeding periods prior to utilizing this type of information to form the basis for developing recruitment and retention plans.

The data pertaining to the number of black faculty shows that six additional blacks were employed in tenure track faculty positions but there was no gain in the total number of black tenure track faculty because a similar number left the University. Reversing this trend would certainly aid the University's effort to increase the number of blacks in the tenure track faculty complement.

A similar situation characterizes the female tenure track faculty complement. Thirty four (34) females accepted tenure track faculty positions. However there was a net gain of only fourteen (14) due to the fact that twenty (20) females left the University during the previous recruitment period. Reducing the attrition rate for females by twenty percent would have had a significant impact on the number of females currently employed in this category.

A similarly competitive situation exists in attracting individuals to fill EPA non-faculty research positions and some SPA positions. In both instances, competition from other employers, particularly corporate employers, will continue to have a significant impact in this area.

---

* Copies of this report have been forwarded to each academic department, and members of the Faculty Council and other faculty committees.

Students

For the Fall of 1985, the total number of students enrolled in the University reverses a three year decline in student enrollment, from 22,016 in 1982, 21,757 in 1983 and 21,612 in 1984 to 22,021 in 1985. Again, the total female student enrollment exceeded the total male student enrollment, and the percentage gap between the two categories continued to widen. Female students represent a majority at the undergraduate and graduate school levels. It is only at the professional school level that male students represent a majority of the student enrollment.

Black student enrollment declined 2.7%, from 1,792 in 1984 to 1,742 in 1985. However, total minority student enrollment, excluding Black students, increased by 9.9% from 531 in 1984 to 584 in 1985.

While Black students represent 7.9% of the total undergraduate student enrollment, their representation among entering freshmen is 9.49%, down significantly from a high of 14.3% in the Fall of 1981. We have experienced an increase in the Black student enrollment in the graduate school in the Fall of 1984 and 275 were enrolled for 1985. Additionally, there was an increase in the total number of Black students in the professional schools, from 133 in 1984 to 143 in 1985.

An examination of the tables "Summary of Changes in Headcount Enrollment" will provide some insight into the changes within the composition of the student body over a period of 18 years. Of course the most notable change has been in the dramatic increase of female students from 1970 to 1985. In the Fall of 1970 female students numbered 5,975 and by the Fall of 1985 they numbered 12,465 and represented 56.6% of the total student body. This change in female student representation occurred during a period of growth in the total student enrollment, from 18,130 in 1970 to 22,021 by the Fall of 1985. Yet during this same period, male student enrollment declined from 12,155 in 1970 to 9,556 in 1985.

In addition, the "Summary of Changes in Headcount Enrollment" tables show steady increases in the number of Black students during the period of 1970 to 1982, from 420 or 2.3% of the student body to 1,913 or 8.7% of the total enrollment. There has been a decline in the total number of Black students during the past two reporting periods and the 1985 figures represent a continuation of this trend.

Included with the 1978-1985 enrollment data is a table on Black student admissions and enrollments in the freshman classes for the years 1979 through 1985. The most disturbing figures in the table show a sharp decline in the number of applications from Black students, from a high of 1,037 in 1982 to a low of 750 in 1985. During a period of 5 reporting years, the number of Blacks applying to the undergraduate school dropped by 287. Subsequently this drop in applications has been reflected in the number of enrolled students. While 470 Black students enrolled in the fall of 1982, only 324 enrolled during the Fall of 1985, a drop of 146 students. We continue to be encouraged by the quality of the Black applicants as reflected in the table.

Our efforts to attract and enroll a diverse student population have been partly successful. The representation of undergraduate and graduate level female students is somewhat reflective of their percentage in the general population. In addition, there has been considerable progress in the enrollment of female students in the professional schools. Although down slightly in recent years, the number of Black students in our student body is significant. We have increased the number of Black students at the graduate and professional school level. The fact that there has been a decline in the total enrollment of Black students should be of concern, but, more importantly, this fact should cause us to expend greater efforts to increase the numbers of Black students. Of course, these efforts must be community efforts and I call upon all of you to support our students, staff and faculty colleagues who are directly involved in attracting a diverse student body to our University. *

---

* Student related narrative prepared by The Office of the Vice Chancellor for University Affairs.

LIST OF CHARTS

1. Total Tenure Track Faculty Vacancies and Hires, 9/84 - 8/85

2. Academic Affairs Tenure Track Faculty Vacancies and Hires, 9/84 - 8/85

3. Health Affairs Tenure Track Faculty Vacancies and Hires, 9/84 - 8/85

4. Academic Affairs EPA Employee Exit Questionnaire Data, 9/84 - 7/85

5A. Academic Affairs Faculty Exit Questionnaire Data, 9/84 - 7/85, Page 1

5B. Academic Affairs Faculty Exit Questionnaire Data, 9/84 - 7/85, Page 2

6A. Academic Affairs EPA Non Faculty Exit Questionnaire Data, 9/84 - 7/85, Page 1

6B. Academic Affairs EPA Non Faculty Exit Questionnaire Data, 9/84 - 7/85, Page 2

7. Health Affairs EPA Employee Exit Questionnaire Data, 9/84 - 7/85

8A. Health Affairs Faculty Exit Questionnaire Data, 9/84 - 7/85, Page 1

8B. Health Affairs Faculty Exit Questionnaire Data, 9/84 - 7/85, Page 2

9A. Health Affairs EPA Non Faculty Exit Questionnaire Data, 9/84 - 7/85, Page 1

9B. Health Affairs EPA Non Faculty Exit Questionnaire Data, 9/84 - 7/85, Page 2

10. Academic Affairs Tenured Faculty Complement, Non Tenured Faculty Complement and Total Tenure Track Faculty Complement, 9/30/95

11. Academic Affairs Fixed Term Faculty Complement, 9/30/85

12. Academic Affairs EPA Non Faculty Complement, 9/30/85

13. Academic Affairs Projected Ending Tenure Track Faculty Complement, 12/31/86

14. Health Affairs Tenured Faculty Complement, Non Tenured Faculty Complement and Total Tenure Track Faculty Complement, 9/30/85

15. Health Affairs Fixed Term Faculty Complement, 9/30/85

16. Health Affairs EPA Non Faculty Complement, 9/30/85

17. Health Affairs Projected Ending Tenure Track Faculty Complement, 12/31/86

18. Summary of Changes in Black and Female Faculty by Rank

19. SPA Work Force Analysis, 9/30/85

20. SPA Personnel, 9/30/85

21. SPA Hiring Results, 10/84 - 9/85

22. Summary of Changes in University Employment, 9/84 - 9/85

23. Summary of Changes in Headcount Enrollment, Fall 1978 - Fall 1985

24. Black Student Application/Admission/Enrollment Data, 1979 - 1985

TOTAL TENURE TRACK FACULTY VACANCIES AND HIRES

The University of North Carolina

at Chapel Hill

September 1, 1984 - August 20, 1985

Month	Positions Advertised	Positions Filled
September	-	4
October	-	6
November	68*	1
December	26	2
January	5	7
February	8	7
March	10	25
April	10	21
May	11	21
June	7	5
July	2	4
August	9	6
TOTAL	156	109

* Includes all tenure track positions vacant as of November 1, 1984. For subsequent months only first time advertised positions are reported.

SOURCE: Faculty Recruitment Review, September 1985, Page 3 - Affirmative Action Office

CHART 1

TENURE TRACK FACULTY VACANCIES AND HIRES

The University of North Carolina at Chapel Hill

September 1, 1984 - August 20, 1985

ACADEMIC AFFAIRS

	Positions Advertised	Positions Filled
September	-	0
October	-	2
November	35*	0
December	10	0
January	2	2
February	3	4
March	0	20
April	0	11
May	0	7
June	0	2
July	2	0
August	5	1
TOTAL	57	49

* Includes all tenure track positions vacant as of November 1, 1984. For subsequent months only first time advertised positions are reported.

SOURCE: Faculty Recruitment Review, September 1985, Page 4 - Affirmative Action Office

CHART 2

TENURE TRACK FACULTY VACANCIES AND HIRES

The University of North Carolina at

Chapel Hill

September 1, 1984 - August 20, 1985

HEALTH AFFAIRS

	Positions Advertised	Positions Filled
September	-	4
October	-	4
November	33*	1
December	16	2
January	3	5
February	5	3
March	10	5
April	10	10
May	11	14
June	7	3
July	0	4
August	4	5
TOTAL	99	60

* Includes all tenure track positions vacant as of November 1, 1984. For subsequent months only first time advertised positions are reported.

SOURCE: Faculty Recruitment Review, September 1985, Page 5 - Affirmative Action Office

CHART 3

EPA Employee Exit Questionnaire Data
The University of North Carolina
at Chapel Hill
September 1, 1984 - July 15, 1985

ACADEMIC AFFAIRS

I. Questionnaires forwarded to exiting EPA employees

Faculty Category	White M	White F	Black M	Black F	Other M	Other F	Total
Tenured	2	1	0	0	0	0	3
Tenure Track	5	2	1	1	0	0	9
Fixed Term	3	0	0	0	0	0	3
Non Faculty	12	3	0	0	1	0	16
Total Forwarded	22	6	1	1	1	0	31

II. Questionnaires completed and returned by exiting employees

Faculty Category	White M	White F	Black M	Black F	Other M	Other F	Total
Tenured	1	1	0	0	0	0	2
Tenure Track	4	1	0	1	0	0	6
Fixed Term	1	1	0	0	0	0	2
Non Faculty	1	3	0	0	0	0	4
Total Returned	7	6	0	1	0	0	14

SOURCE: Compiled from Exit Questionnaire data - Affirmative Action Office

Faculty Exit Questionnaire Data
The University of North Carolina
at Chapel Hill
September 1, 1984 - July 15, 1985

ACADEMIC AFFAIRS

I. FACTORS LISTED AS INFLUENCING DECISIONS TO DISCONTINUE EMPLOYMENT IN THE UNIVERSITY

A. Tenured, Tenure Track and Fixed Term Faculty

Factors	White Male	White Female	Black Female	Total Faculty Listing Factor
- another faculty position	1F 2TT	1F		4
- change in direction of career	1T		1TT	2
- lack of congeniality in dept.		1T		1
- relocation of spouse	1TT			1
- lack of opportunities for spouse		1TT		1
- increase in salary	1TT			1
- other: untenable working conditions	1TT			1
- other: better situation elsewhere	1TT			1
- other: resources, administration and departmental atmosphere		1F		1
- other: no possibility apparent for tenure track position and continued need to raise own salary through grants		1F		1

T = tenured faculty
TT - tenure track faculty
F = fixed term faculty

Note: Factors ranked first and second in importance by respondents are reported

SOURCE: Compiled from returned Exit Questionnaires - Affirmative Action Office

CHART 5A

Faculty Exit Questionnaire Data
The University of North Carolina
at Chapel Hill
September 1, 1984 - July 15, 1985

ACADEMIC AFFAIRS

II. FACTORS LISTED AS INFLUENCING DECISIONS TO DISCONTINUE EMPLOYMENT IN THE UNIVERSITY

A. Tenured, Tenure Track and Fixed Term Faculty

Factors	White Male	White Female	Total Faculty Listing Factor
- promotion	2TT 1F	1F	4
- better salary	4TT	1T 1F	6
- fringe benefits	2TT 1F	1T 1F	5
- better opportunities to pursue my interests	3TT 1F	1T 1F	6
- new university department more attractive	2TT	1T 1TT	4
- new university more attractive	1TT	1T	2
- new location more attractive	3TT	1T	4
- other: more opportunity to influence the school's policies	1TT		1
- other: employment for my spouse		1TT	1
- other: better resources, administration & departmental atmosphere		1T	1
- other: university position could be filled by others, but I'm only person that could do a good job in the new position	1F		1

T = tenured faculty
TT - tenure track faculty
F = fixed term faculty

Note: Factors ranked first and second in importance by respondents are reported

SOURCE: Compiled from returned Exit Questionnaires - Affirmative Action Office

CHART 5B

EPA Non Faculty Exit Questionnaire Data
The University of North Carolina
at Chapel Hill
September 1, 1984 - July 15, 1985

ACADEMIC AFFAIRS

I. FACTORS LISTED AS INFLUENCING DECISIONS TO DISCONTINUE EMPLOYMENT IN THE UNIVERSITY

B. EPA Non Faculty

Factors	White Male	White Female	Total EPA Non Faculty Listing Factor
- lack of promotional opportunities		1	1
- increase in salary		1	1
- contract not renewed	1	1	2
- professional interests incompatible with present position		1	1
- other: seeking broader variety of professional activity		1	1

Note: Factors ranked first and second in importance by respondents are reported

SOURCE: Compiled from returned Exit Questionnaires - Affirmative Action Office

EPA Non Faculty Exit Questionnaire Data
The University of North Carolina
at Chapel Hill
September 1, 1984 - July 15, 1985

ACADEMIC AFFAIRS

II. FACTORS LISTED AS INFLUENCING DECISIONS TO ACCEPT POSITIONS WITH OTHER EMPLOYERS

B. EPA Non Faculty

Factors	White Male	White Female	Total EPA Non Faculty Listing Factor
- promotion		3	3
- better salary		3	3
- better opportunities to pursue my interests		3	3

Note: All factors listed by respondents are reported

SOURCE: Compiled from returned Exit Questionnaires - Affirmative Action Office

CHART 6B

EPA Employee Exit Questionnaire Data
The University of North Carolina
at Chapel Hill
September 1, 1984 - July 15, 1985

HEALTH AFFAIRS

I. Questionnaires forwarded to exiting EPA employees

Faculty Category	White M	White F	Black M	Black F	Other M	Other F	Total
Tenured	5	0	0	0	0	0	5
Tenure Track	7	3	0	0	0	0	10
Fixed Term	2	4	0	0	0	0	6
Non Faculty	3	7	0	0	0	1	11
Total Forwarded	17	14	0	0	0	1	32

II. Questionnaires completed and returned by exiting employees

Faculty Category	White M	White F	Black M	Black F	Other M	Other F	Total
Tenured	2	0	0	0	0	0	2
Tenure Track	2	1	0	0	0	0	3
Fixed Term	0	4	0	0	0	0	4
Non Faculty	3	6	0	0	0	0	9
Total Returned	7	11	0	0	0	0	18

SOURCE: Compiled from Exit Questionnaire data - Affirmative Action Office

CHART 7

Faculty Exit Questionnaire Data
The University of North Carolina
at Chapel Hill
September 1, 1984 - July 15, 1985

HEALTH AFFAIRS

I. FACTORS LISTED AS INFLUENCING DECISIONS TO DISCONTINUE EMPLOYMENT IN THE UNIVERSITY

A. Tenured, Tenure Track and Fixed Term Faculty

Factors	White Male	White Female	Total Faculty Listing Factor
- another faculty position	1T		1
- change in direction of career	2TT 1T 1F		4
- anticipated tenure denial		1F	1
- academic interests incompatible with present position	1TT		1
- lack of congeniality in University		1F	1
- relocation of spouse	1T	1F	2
- parental or other familial responsibilities		1TT	1
- increase in salary	1TT	1F	2
- other: salary & sex discrimination		1TT	1
- other: lack of financial support & time release for research		1TT	1

T = tenured faculty
TT = tenure track faculty
F = fixed term faculty

Note: Factors ranked first and second in importance by respondents are reported

SOURCE: Compiled from returned Exit Questionnaires - Affirmative Action Office

CHART 8A

Faculty Exit Questionnaire Data
The University of North Carolina
at Chapel Hill
September 1, 1984 - July 15, 1985

HEALTH AFFAIRS

II. FACTORS LISTED AS INFLUENCING DECISIONS TO ACCEPT POSTIONS WITH OTHER EMPLOYERS

A. Tenured, Tenure Track and Fixed Term Faculty

Factors	White Male	White Female	Total Faculty Listing Factor
- promotion		1F	1
- better salary	1T 1TT	1F	3
- fringe benefits	1T 1TT	2F	4
- better opportunities to pursue my interests	1T 1TT	3F	5
- new location more attractive	1TT	1TT 1F	3
- other: best opportunity in area		1F	1
- other: opportunity to branch out in health field		1F	1
- other: spouse working in another location in state		1TT	1
- other: more control over my life	1TT		1
- other: opportunity to join sub-specialty group in major hospital	1T		1

T = tenured faculty
TT = tenure track faculty
F = fixed term faculty

Note: Factors ranked first and second in importance by respondents are reported

SOURCE: Compiled from returned Exit Questionnaires - Affirmative Action Office

CHART 8B

EPA Non Faculty Exit Questionnaire Data
The University of North Carolina
at Chapel Hill
September 1, 1984 - July 15, 1985

HEALTH AFFAIRS

I. FACTORS THAT INFLUENCED DECISIONS TO DISCONTINUE EMPLOYMENT IN THE UNIVERSITY

B. EPA Non Faculty

Factors	White Male	White Female	Total EPA Non Faculty Listing Factor
- lack of promotional opportunities	1	1	2
- increase in salary	1	1	2
- anticipated non-renewal of contract	1	1	2
- professional interests incompatible with present position		3	3
- relocation because of change in marital status		1	1
- lack of job opportunities for spouse		1	1
- parental or other familial responsi bilities		2	2
- other: prefer living in another part of country	1		1
- other: for a better opportunity made possible by good work experience at this University	1		1
- other: commuting distance		1	1

T = tenured faculty
TT = tenure track faculty
F = fixed term faculty

Note: Factors ranked first and second in importance by respondents are reported

SOURCE: Compiled from returned Exit Questionnaires - Affirmative Action Office

CHART 9A

EPA Non Faculty Exit Questionnaire Data
The University of North Carolina
at Chapel Hill
September 1, 1984 - July 15, 1985

HEALTH AFFAIRS

II. FACTORS LISTED AS INFLUENCING DECISIONS TO ACCEPT POSITIONS WITH OTHER EMPLOYERS

B. EPA Non Faculty

Factors	White Male	White Female	Total EPA Non Faculty Listing Factor
- promotion	1	1	2
- better salary	2	2	4
- better opportunity to pursue my interests	3	4	7
- fringe benefits	1		1
- new location more attractive	2	1	3
- other: no positions accepted yet		2	2

Note: All factors listed by respondents are reported

SOURCE: Compiled from returned Exit Questionnaires - Affirmative Action Office

TENURED FACULTY COMPLEMENT
SEPTEMBER 30, 1985

ARTS & SCIENCES:		White M	White F	Black M	Black F	Other M	Other F	Total M	Total F	Total
Fine Arts	%	81.4	14.0	2.3	0	2.3	0	86.0	14.0	
	(#)	(35)	(6)	(1)	(0)	(1)	(0)	(37)	(6)	(43)
Humanities	%	76.2	14.6	2.3	1.5	4.6	0.8	83.1	16.9	
	(#)	(99)	(19)	(3)	(2)	(6)	(1)	(108)	(22)	(130)
Natural Sciences	%	89.8	5.1	0.6	0.6	3.9	0	94.4	5.6	
	(#)	(159)	(9)	(1)	(1)	(7)	(0)	(167)	(10)	(177)
Social Sciences	%	85.0	9.8	2.6	1.3	1.3	0	88.9	11.1	
	(#)	(130)	(15)	(4)	(2)	(2)	(0)	(136)	(17)	(153)
BUSINESS ADMINISTRATION	%	97.9	2.1	0	0	0	0	97.9	2.1	
	(#)	(46)	(1)	(0)	(0)	(0)	(0)	(46)	(1)	(47)
EDUCATION	%	79.6	13.6	6.8	0	0	0	86.4	13.6	
	(#)	(35)	(6)	(3)	(0)	(0)	(0)	(38)	(6)	(44)
LAW & INSTITUTE OF GOVERNMENT	%	78.7	14.9	6.4	0	0	0	85.1	14.9	
	(#)	(37)	(7)	(3)	(0)	(0)	(0)	(40)	(7)	(47)
OTHER SCHOOLS*	%	53.3	33.4	0	13.3	0	0	53.3	46.7	
	(#)	(8)	(5)	(0)	(2)	(0)	(0)	(8)	(7)	(15)
TOTAL for ACADEMIC AFFAIRS	%	83.7	10.3	2.3	1.1	2.4	0.2	88.4	11.6	
	(#)	(549)	(68)	(15)	(7)	(16)	(1)	(580)	(76)	(656)

NON-TENURED FACULTY COMPLEMENT
SEPTEMBER 30, 1985

	White M	White F	Black M	Black F	Other M	Other F	Total M	Total F	Total
Fine Arts	66.7	33.3	0	0	0	0	66.7	33.3	
	(10)	(5)	(0)	(0)	(0)	(0)	(10)	(5)	(15)
Humanities	75.0	14.3	3.6	0	0	7.1	78.6	21.4	
	(21)	(4)	(1)	(0)	(0)	(2)	(22)	(6)	(28)
Natural Sciences	67.5	22.5	2.5	2.5	5.0	0	75.0	25.0	
	(27)	(9)	(1)	(1)	(2)	(0)	(30)	(10)	(40)
Social Sciences	65.8	26.3	0	7.9	0	0	65.8	34.2	
	(25)	(10)	(0)	(3)	(0)	(0)	(25)	(13)	(38)
BUSINESS ADMINISTRATION	45.5	45.5	4.5	4.5	0	0	50.0	50.0	
	(10)	(10)	(1)	(1)	(0)	(0)	(11)	(11)	(22)
EDUCATION	50.0	50.0	0	0	0	0	50.0	50.0	
	(2)	(2)	(0)	(0)	(0)	(0)	(2)	(2)	(4)
LAW & INSTITUTE OF GOVERNMENT	64.7	35.3	0	0	0	0	64.7	35.3	
	(11)	(6)	(0)	(0)	(0)	(0)	(11)	(6)	(17)
OTHER SCHOOLS*	60.0	28.6	8.6	2.8	0	0	68.6	31.4	
	(21)	(10)	(3)	(1)	(0)	(0)	(24)	(11)	(35)
TOTAL for ACADEMIC AFFAIRS	63.8	28.2	3.0	3.0	1.0	1.0	67.8	32.2	
	(127)	(56)	(6)	(6)	(2)	(2)	(135)	(64)	(199)

TOTAL TENURE TRACK FACULTY COMPLEMENT
SEPTEMBER 30, 1985

	White M	White F	Black M	Black F	Other M	Other F	Total M	Total F	Total
Fine Arts	77.6	19.0	1.7	0	1.7	0	81.0	19.0	
	(45)	(11)	(1)	(0)	(1)	(0)	(47)	(11)	(58)
Humanities	75.9	14.6	2.5	1.3	3.8	1.9	82.3	17.7	
	(120)	(23)	(4)	(2)	(6)	(3)	(130)	(28)	(158)
Natural Sciences	85.7	8.3	0.9	0.9	4.1	0	90.8	9.2	
	(186)	(18)	(2)	(2)	(9)	(0)	(197)	(20)	(217)
Social Sciences	81.2	13.1	2.1	2.6	1.0	0	84.3	15.7	
	(155)	(25)	(4)	(5	(2)	(0)	(161)	(30)	(191)
BUSINESS ADMINISTRATION	81.2	15.9	1.4	1.4	0	0	82.6	17.4	
	(56)	(11)	(1)	(1)	(0)	(0)	(57)	(12)	(69)
EDUCATION	77.1	16.7	6.3	0	0	0	83.3	16.7	
	(37)	(8)	(3)	(0)	(0)	(0)	(40)	(8)	(48)
LAW & INSTITUTE OF GOVERNMENT	75.0	20.3	4.7	0	0	0	79.7	20.3	
	(48)	(13)	(3)	(0)	(0)	(0)	(51)	(13)	(64)
OTHER SCHOOLS*	58.0	30.0	6.0	6.0	0	0	64.0	36.0	
	(29)	(15)	(3)	(3)	(0)	(0)	(32)	(18)	(50)
TOTAL for ACADEMIC AFFAIRS	79.0	14.5	2.5	1.5	2.1	0.4	83.6	16.4	
	(676)	(124)	(21)	(13)	(18)	(3)	(715)	(140)	(855)

* (Journalism, Library Science & Social Work)

NUMBER AND PERCENT OF TENURE TRACK FACULTY COMPLEMENT, BY RACE AND GENDER, THAT ARE TENURED

Race/Gender	Tenure Track Complement	Tenured	Percent Tenured
white males	676	549	81.2%
white females	124	68	54.8%
black males	21	15	71.4%
black females	13	7	53.8%
other males	18	16	88.9%
other females	3	1	33.3%
total males	715	580	81.1%
total females	140	76	54.3%
total blacks	34	22	64.7%
total others	21	17	81.0%

Note: All percentages are rounded to the nearest tenth

SOURCE: Prepared by the Affirmative Action Office from data compiled by the Office of Institutional Research - University of North Carolina at Chapel Hill (September 30, 1985)

CHART 10

ACADEMIC AFFAIRS

FIXED-TERM FACULTY COMPLEMENT
SEPTEMBER 30, 1984

ARTS & SCIENCES:		White M	White F	Black M	Black F	Other M	Other F	Total M	Total F	Total
Fine Arts	%	100.0	0	0	0	0	0	100.0	0	
	(#)	(3)	(0)	(0)	(0)	(0)	(0)	(3)	(0)	(3)
Humanities	%	56.3	37.5	0	0	0	6.3	56.3	43.8	
	(#)	(9)	(6)	(0)	(0)	(0)	(1)	(9)	(7)	(16)
Natural Sciences	%	75.0	15.0	0	0	10.0	0	85.0	15.0	
	(#)	(15)	(3)	(0)	(0)	(2)	(0)	(17)	(3)	(20)
Social Sciences	%	57.1	28.6	0	14.3	0	0	57.1	42.9	
	(#)	(4)	(2)	(0)	(1)	(0)	(0)	(4)	(3)	(7)
BUSINESS ADMINISTRATION	%	0	0	0	0	0	0	0	0	
	(#)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)
EDUCATION	%	33.3	50.0	0	16.7	0	0	33.3	66.7	
	(#)	(2)	(3)	(0)	(1)	(0)	(0)	(2)	(4)	(6)
LAW & INSTITUTE OF GOVERNMENT	%	80.0	20.0	0	0	0	0	80.0	20.0	
	(#)	(4)	(1)	(0)	(0)	(0)	(0)	(4)	(1)	(5)
OTHER SCHOOLS*	%	66.7	25.0	8.3	0	0	0	75.0	25.0	
	(#)	(8)	(3)	(1)	(0)	(0)	(0)	(9)	(3)	(12)
TOTAL for ACADEMIC AFFAIRS	%	65.2	26.1	1.4	2.9	2.9	1.4	69.6	30.4	
	(#)	(45)	(18)	(1)	(2)	(2)	(1)	(48)	(21)	(69)

FIXED-TERM FACULTY COMPLEMENT
SEPTEMBER 30, 1985

	White M	White F	Black M	Black F	Other M	Other F	Total M	Total F	Total
	83.3	0	0	0	0	16.7	83.3	16.7	
	(5)	(0)	(0)	(0)	(0)	(1)	(5)	(1)	(6)
	50.0	37.5	0	0	0	12.5	50.0	50.0	
	(8)	(6)	(0)	(0)	(0)	(2)	(8)	(8)	(16)
	66.7	19.0	0	0	14.3	0	81.0	19.0	
	(14)	(4)	(0)	(0)	(3)	(0)	(17)	(4)	(21)
	55.6	33.3	0	11.1	0	0	55.6	44.4	
	(5)	(3)	(0)	(1)	(0)	(0)	(5)	(4)	(9)
	0	0	0	0	0	0	0	0	
	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)
	42.9	42.9	0	14.3	0	0	42.9	57.1	
	(3)	(3)	(0)	(1)	(0)	(0)	(3)	(4)	(7)
	50.0	50.0	0	0	0	0	50.0	50.0	
	(4)	(4)	(0)	(0)	(0)	(0)	(4)	(4)	(8)
	40.0	60.0	0	0	0	0	40.0	60.0	
	(2)	(3)	(0)	(0)	(0)	(0)	(2)	(3)	(5)
	56.9	31.9	0	2.8	4.2	4.2	61.1	38.9	
	(41)	(23)	(0)	(2)	(3)	(3)	(44)	(28)	(72)

* (Journalism, Library Science & Social Work)

Note: All percentages are rounded to the nearest tenth.

SOURCE: Office of Institutional Research - University of North Carolina at Chapel Hill

CHART 11

ACADEMIC AFFAIRS

EPA NON-FACULTY COMPLEMENT
SEPTEMBER 30, 1984

ARTS & SCIENCES:		White M	White F	Black M	Black F	Other M	Other F	Total M	Total F	Total
Fine Arts	%	50.0	50.0	0	0	0	0	50.0	50.0	
	(#)	(1)	(1)	(0)	(0)	(0)	(0)	(1)	(1)	(2)
Humanities	%	42.3	50.7	1.4	2.8	2.8	0	46.5	53.5	
	(#)	(30)	(36)	(1)	(2)	(2)	(0)	(33)	(38)	(71)
Natural Sciences	%	69.6	19.6	0	1.8	7.1	1.8	76.8	23.2	
	(#)	(39)	(11)	(0)	(1)	(4)	(1)	(43)	(13)	(56)
Social Sciences	%	66.7	25.0	0	8.3	0	0	66.7	33.3	
	(#)	(8)	(3)	(0)	(1)	(0)	(0)	(8)	(4)	(12)
BUSINESS ADMINISTRATION	%	57.1	42.9	0	0	0	0	57.1	42.9	
	(#)	(4)	(3)	(0)	(0)	(0)	(0)	(4)	(3)	(7)
EDUCATION	%	0	0	100.0	0	0	0	100.0	0	
	(#)	(0)	(0)	(1)	(0)	(0)	(0)	(1)	(0)	(1)
LAW & INSTITUTE OF GOVERNMENT	%	36.4	54.5	0	9.1	0	0	36.4	63.6	
	(#)	(4)	(6)	(0)	(1)	(0)	(0)	(4)	(7)	(11)
OTHER SCHOOLS*	%	38.5	53.8	0	7.7	0	0	38.5	61.5	
	(#)	(5)	(7)	(0)	(1)	(0)	(0)	(5)	(8)	(13)
OTHER UNITS	%	59.0	32.3	5.1	3.7	0	0	64.1	35.9	
	(#)	(128)	(70)	(11)	(8)	(0)	(0)	(139)	(78)	(217)
TOTAL for ACADEMIC AFFAIRS	%	56.2	35.1	3.3	3.6	1.5	0.3	61.0	39.0	
	(#)	(219)	(137)	(13)	(14)	(6)	(1)	(238)	(152)	(390)

EPA NON-FACULTY COMPLEMENT
SEPTEMBER 30, 1985

	White M	White F	Black M	Black F	Other M	Other F	Total M	Total F	Total
Fine Arts	66.7	33.3	0	0	0	0	66.7	33.3	
	(2)	(1)	(0)	(0)	(0)	(0)	(2)	(1)	(3)
Humanities	41.9	51.4	1.4	2.7	2.7	0	45.9	54.1	
	(31)	(38)	(1)	(2)	(2)	(0)	(34)	(40)	(74)
Natural Sciences	60.6	19.7	3.0	1.5	15.2	0	78.8	21.2	
	(40)	(13)	(2)	(1)	(10)	(0)	(52)	(14)	(66)
Social Sciences	58.3	33.3	0	8.3	0	0	58.3	41.7	
	(7)	(4)	(0)	(1)	(0)	(0)	(7)	(5)	(12)
BUSINESS ADMINISTRATION	40.0	60.0	0	0	0	0	40.0	60.0	
	(4)	(6)	(0)	(0)	(0)	(0)	(4)	(6)	(10)
EDUCATION	20.0	20.0	20.0	40.0	0	0	40.0	60.0	
	(1)	(1)	(1)	(2)	(0)	(0)	(2)	(3)	(5)
LAW & INSTITUTE OF GOVERNMENT	18.2	72.7	0	9.1	0	0	18.2	81.8	
	(2)	(8)	(0)	(1)	(0)	(0)	(2)	(9)	(11)
OTHER SCHOOLS*	40.0	40.0	10.0	10.0	0	0	50.0	50.0	
	(4)	(4)	(1)	(1)	(0)	(0)	(5)	(5)	(10)
OTHER UNITS	56.8	33.6	4.8	4.8	0	0	61.6	38.4	
	(130)	(77)	(11)	(11)	(0)	(0)	(141)	(88)	(229)
TOTAL for ACADEMIC AFFAIRS	52.6	36.2	3.8	4.5	2.9	0	59.3	40.7	
	(221)	(152)	(16)	(19)	(12)	(0)	(249)	(171)	(420)

* (Journalism, Library Science & Social Work)

Note: All percentages are rounded to the nearest tenth.

SOURCE: Office of Institutional Research - University of North Carolina at Chapel Hill

CHART 12

ACADEMIC AFFAIRS

PROJECTED ENDING TENURE TRACK FACULTY COMPLEMENT
DECEMBER 31, 1986

		White		Black		Other		Total		Total
ARTS & SCIENCES:		M	F	M	F	M	F	M	F	
Fine Arts	%	74.6	18.6	5.1	0	1.7	0	81.4	18.6	
	(#)	(44)	(11)	(3)	(0)	(1)	(0)	(48)	(11)	(59)
Humanities	%	71.7	18.2	2.5	1.3	4.4	1.9	78.6	21.4	
	(#)	(114)	(29)	(4)	(2)	(7)	(3)	(125)	(34)	(159)
Natural Sciences	%	84.4	9.5	1.7	1.3	3.0	0	89.2	10.8	
	(#)	(195)	(22)	(4)	(3)	(7)	(0)	(206)	(25)	(231)
Social Sciences	%	76.9	14.6	3.3	4.2	0.9	0	81.1	18.9	
	(#)	(163)	(31)	(7)	(9)	(2)	(0)	(172)	(40)	(212)
BUSINESS ADMINISTRATION	%	88.7	7.0	2.8	0	1.4	0	93.0	7.0	
	(#)	(63)	(5)	(2)	(0)	(1)	(0)	(66)	(5)	(71)
EDUCATION	%	72.2	16.7	5.6	5.6	0	0	77.8	22.2	
	(#)	(39)	(9)	(3)	(3)	(0)	(0)	(42)	(12)	(54)
LAW & INSTITUTE OF GOVERNMENT	%	73.1	20.9	4.5	1.5	0	0	77.6	22.4	
	(#)	(49)	(14)	(3)	(1)	(0)	(0)	(52)	(15)	(67)
OTHER SCHOOLS*	%	53.1	32.7	8.2	6.1	0	0	61.2	38.8	
	(#)	(26)	(16)	(4)	(3)	(0)	(0)	(30)	(19)	(49)
TOTAL for ACADEMIC AFFAIRS	%	76.8	15.2	3.3	2.3	2.0	0.3	82.2	17.8	
	(#)	(693)	(137)	(30)	(21)	(18)	(3)	(741)	(161)	(902)

* (Journalism, Library Science & Social Work)

Note: All percentages are rounded to the nearest tenth.

SOURCE: Office of Institutional Research - University of North Carolina at Chapel Hill

CHART 13

HEALTH AFFAIRS

TENURED FACULTY COMPLEMENT SEPTEMBER 30, 1985

		White		Black		Other		Total		Total
		M	F	M	F	M	F	M	F	
DENTISTRY	%	91.0	9.0	0	0	0	0	91.0	9.0	
	(#)	(61)	(6)	(0)	(0)	(0)	(0)	(61)	(6)	(67)
MEDICINE	%	84.6	8.5	1.7	0	5.2	0	91.5	8.5	
	(#)	(308)	(31)	(6)	(0)	(19)	(0)	(333)	(31)	(364)
NURSING	%	0	100.0	0	0	0	0	0	100.0	
	(#)	(0)	(25)	(0)	(0)	(0)	(0)	(0)	(25)	(25)
PHARMACY	%	77.8	11.1	0	0	11.1	0	88.9	11.1	
	(#)	(14)	(2)	(0)	(0)	(2)	(0)	(16)	(2)	(18)
PUBLIC HEALTH	%	78.2	12.8	5.1	0	3.9	0	87.2	12.8	
	(#)	(61)	(10)	(4)	(0)	(3)	(0)	(68)	(10)	(78)
HEALTH AFFAIRS OTHER UNITS	%	100.0	0	0	0	0	0	100.0	0	
	(#)	(1)	(0)	(0)	(0)	(0)	(0)	(1)	(0)	(1)
TOTAL for HEALTH AFFAIRS	%	80.5	13.4	1.8	0	4.3	0	86.6	13.4	
	(#)	(445)	(74)	(10)	(0)	(24)	(0)	(479)	(74)	(553)

NON-TENURED FACULTY COMPLEMENT SEPTEMBER 30, 1985

	White		Black		Other		Total		Total
	M	F	M	F	M	F	M	F	
DENTISTRY	64.3	32.1	0	0	3.6	0	67.9	32.1	
	(18)	(9)	(0)	(0)	(1)	(0)	(19)	(9)	(28)
MEDICINE	66.4	25.8	1.9	0.6	3.9	1.3	72.3	27.7	
	(103)	(40)	(3)	(1)	(6)	(2)	(112)	(43)	(155)
NURSING	0	91.0	0	9.0	0	0	0	100.0	
	(0)	(20)	(0)	(2)	(0)	(0)	(0)	(22)	(22)
PHARMACY	89.0	5.5	5.5	0	0	0	94.4	5.6	
	(16)	(1)	(1)	(0)	(0)	(0)	(17)	(1)	(18)
PUBLIC HEALTH	64.2	25.0	0	3.6	3.6	3.6	67.9	32.1	
	(18)	(7)	(0)	(1)	(1)	(1)	(19)	(9)	(28)
HEALTH AFFAIRS OTHER UNITS	0	0	0	0	0	0	0	0	
	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)
TOTAL for HEALTH AFFAIRS	61.7	30.7	1.6	1.6	3.2	1.2	66.5	33.5	
	(155)	(77)	(4)	(4)	(8)	(3)	(167)	(84)	(251)

TOTAL TENURE TRACK FACULTY COMPLEMENT SEPTEMBER 30, 1985

	White		Black		Other		Total		Total
	M	F	M	F	M	F	M	F	
DENTISTRY	83.2	15.8	0	0	1.1	0	84.2	15.8	
	(79)	(15)	(0)	(0)	(1)	(0)	(80)	(15)	(95)
MEDICINE	80.3	13.7	1.7	0.2	3.7	0.4	85.7	14.3	
	(416)	(71)	(9)	(1)	(19)	(2)	(444)	(74)	(518)
NURSING	0	95.7	0	4.3	0	0	0	100.0	
	(0)	(45)	(0)	(2)	(0)	(0)	(0)	(47)	(47)
PHARMACY	83.3	8.3	2.8	0	5.6	0	91.7	8.3	
	(30)	(3)	(1)	(0)	(2)	(0)	(33)	(3)	(36)
PUBLIC HEALTH	74.8	15.9	3.7	0.9	3.7	0.9	82.2	17.8	
	(80)	(17)	(4)	(1)	(4)	(1)	(88)	(19)	(107)
HEALTH AFFAIRS OTHER UNITS	100.0	0	0	0	0	0	100.0	0	
	(1)	(0)	(0)	(0)	(0)	(0)	(1)	(0)	(1)
TOTAL for HEALTH AFFAIRS	75.4	18.8	1.7	0.5	3.2	0.4	80.3	19.7	
	(606)	(151)	(14)	(4)	(26)	(3)	(646)	(158)	(804)

NUMBER AND PERCENT OF TENURE TRACK FACULTY COMPLEMENT, BY RACE AND GENDER THAT ARE TENURED

Race/Gender	Tenure Track Complement	Tenured	Percent Tenured
white males	606	445	73.4%
white females	151	74	49.0%
black males	14	10	71.4%
black females	4	0	0
other males	26	24	92.3%
other females	3	0	0
total males	646	479	74.1%
total females	158	74	46.8%
total blacks	18	10	55.6%
total others	29	24	82.8%

Note: All percentages are rounded to the nearest tenth.

SOURCE: Prepared by the Affirmative Action Office from data compiled by the Office of Institutional Research - University of North Carolina at Chapel Hill (September 30, 1985)

CHART 14

HEALTH AFFAIRS

FIXED-TERM FACULTY COMPLEMENT* SEPTEMBER 30, 1984

		White M	White F	Black M	Black F	Other M	Other F	Total M	Total F	Total
DENTISTRY	%	41.2	52.9	0	0	5.9	0	47.1	52.9	
	(#)	(7)	(9)	(0)	(0)	(1)	(0)	(8)	(9)	(17)
MEDICINE	%	52.1	38.3	1.1	1.1	4.3	3.2	57.4	42.6	
	(#)	(49)	(36)	(1)	(1)	(4)	(3)	(54)	(40)	(94)
NURSING	%	0	100.0	0	0	0	0	100.0	0	
	(#)	(0)	(12)	(0)	(0)	(0)	(0)	(12)	(0)	(12)
PHARMACY	%	44.4	55.6	0	0	0	0	44.4	55.6	
	(#)	(4)	(5)	(0)	(0)	(0)	(0)	(4)	(5)	(9)
PUBLIC HEALTH	%	66.7	23.3	3.3	3.3	3.3	0	73.3	26.7	
	(#)	(20)	(7)	(1)	(1)	(1)	(0)	(22)	(8)	(30)
HEALTH AFFAIRS OTHER UNITS	%	100.0	0	0	0	0	0	100.0	0	
	(#)	(2)	(0)	(0)	(0)	(0)	(0)	(2)	(0)	(2)
TOTAL for HEALTH AFFAIRS	%	50.0	42.1	1.2	1.2	3.7	1.8	54.9	45.1	
	(#)	(82)	(69)	(2)	(2)	(6)	(3)	(90)	(74)	(164)

FIXED-TERM FACULTY COMPLEMENT* SEPTEMBER 30, 1985

	White M	White F	Black M	Black F	Other M	Other F	Total M	Total F	Total
%	43.5	43.5	0	8.7	4.3	0	47.8	52.2	
(#)	(10)	(10)	(0)	(2)	(1)	(0)	(11)	(12)	(23)
%	54.1	37.8	0	1.0	4.1	3.1	58.2	41.8	
(#)	(53)	(37)	(0)	(1)	(4)	(3)	(57)	(41)	(98)
%	0	100.0	0	0	0	0	0	100.0	
(#)	(0)	(14)	(0)	(0)	(0)	(0)	(0)	(14)	(14)
%	33.3	55.6	0	0	11.1	0	44.4	55.6	
(#)	(3)	(5)	(0)	(0)	(1)	(0)	(4)	(5)	(9)
%	69.7	21.2	3.0	3.0	3.0	0	75.8	24.2	
(#)	(23)	(7)	(1)	(1)	(1)	(0)	(25)	(8)	(33)
%	66.7	33.3	0	0	0	0	66.7	33.3	
(#)	(2)	(1)	(0)	(0)	(0)	(0)	(2)	(1)	(3)
%	50.6	41.1	0.6	2.2	3.9	1.7	55.0	45.0	
(#)	(91)	(74)	(1)	(4)	(7)	(3)	(99)	(81)	(180)

* Complement includes positions for which funds from federal and other sources are now available, but have not been in all instances approved for the future.

Note: All percentages are rounded to the nearest tenth.

SOURCE: Office of Institutional Research - University of North Carolina at Chapel Hill

CHART 15

HEALTH AFFAIRS

EPA NON-FACULTY COMPLEMENT* SEPTEMBER 30, 1984

		White M	White F	Black M	Black F	Other M	Other F	Total M	Total F	Total
DENTISTRY	%	50.0	33.3	0	0	16.7	0	66.7	33.3	
	(#)	(3)	(2)	(0)	(0)	(1)	(0)	(4)	(2)	(6)
MEDICINE	%	49.5	37.1	1.9	0	5.7	5.7	57.1	42.9	
	(#)	(52)	(39)	(2)	(0)	(6)	(6)	(60)	(45)	(105)
NURSING	%	100.0	0	0	0	0	0	100.0	0	
	(#)	(1)	(0)	(0)	(0)	(0)	(0)	(1)	(0)	(1)
PHARMACY	%	0	0	0	0	0	0	0	0	
	(#)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)
PUBLIC HEALTH	%	38.9	44.4	5.6	2.8	5.6	2.8	50.0	50.0	
	(#)	(14)	(16)	(2)	(1)	(2)	(1)	(18)	(18)	(36)
HEALTH AFFAIRS OTHER UNITS	%	27.6	62.1	0	6.9	1.7	1.7	29.3	70.7	
	(#)	(16)	(36)	(0)	(4)	(1)	(1)	(17)	(41)	(58)
TOTAL for HEALTH AFFAIRS	%	41.7	45.1	1.9	2.4	4.9	3.9	48.5	51.5	
	(#)	(86)	(93)	(4)	(5)	(10)	(8)	(100)	(106)	(206)

EPA NON-FACULTY COMPLEMENT* SEPTEMBER 30, 1985

		White M	White F	Black M	Black F	Other M	Other F	Total M	Total F	Total
DENTISTRY	%	50.0	50.0	0	0	0	0	50.0	50.0	
	(#)	(3)	(3)	(0)	(0)	(0)	(0)	(3)	(3)	(6)
MEDICINE	%	53.3	33.6	1.9	0	6.5	4.7	61.7	38.3	
	(#)	(57)	(36)	(2)	(0)	(7)	(5)	(66)	(41)	(107)
NURSING	%	100.0	0	0	0	0	0	100.0	0	
	(#)	(1)	(0)	(0)	(0)	(0)	(0)	(1)	(0)	(1)
PHARMACY	%	0	0	0	0	0	0	0	0	
	(#)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)
PUBLIC HEALTH	%	36.1	44.4	5.6	5.6	5.6	2.8	47.2	52.8	
	(#)	(13)	(16)	(2)	(2)	(2)	(1)	(17)	(19)	(36)
HEALTH AFFAIRS OTHER UNITS	%	28.1	61.4	0	8.8	0	1.8	28.1	71.9	
	(#)	(16)	(35)	(0)	(5)	(0)	(1)	(16)	(41)	(57)
TOTAL for HEALTH AFFAIRS	%	43.5	43.5	1.9	3.4	4.3	3.4	49.8	50.2	
	(#)	(90)	(90)	(4)	(7)	(9)	(7)	(103)	(104)	(207)

* Complement includes positions for which funds from federal and other sources are now available, but have not been in all instances approved for the future.

Note: All percentages are rounded to the nearest tenth.

SOURCE: Office of Institutional Research - University of North Carolina at Chapel Hill

CHART 16

HEALTH AFFAIRS

PROJECTED ENDING TENURE TRACK FACULTY COMPLEMENT
DECEMBER 31, 1986

		White		Black		Other		Total		Total
		M	F	M	F	M	F	M	F	
DENTISTRY	%	82.9	13.3	1.9	1.0	1.0	0	85.7	14.3	
	(#)	(87)	(14)	(2)	(1)	(1)	(0)	(90)	(15)	(105)
MEDICINE	%	80.8	13.1	2.1	0.3	3.5	0.2	86.4	13.6	
	(#)	(468)	(76)	(12)	(2)	(20)	(1)	(500)	(79)	(579)
NURSING	%	0	89.6	0	10.4	0	0	0	100.0	
	(#)	(0)	(43)	(0)	(5)	(0)	(0)	(0)	(48)	(48)
PHARMACY	%	80.6	11.1	2.8	0	5.6	0	88.9	11.1	
	(#)	(29)	(4)	(1)	(0)	(2)	(0)	(32)	(4)	(36)
PUBLIC HEALTH	%	70.4	18.4	4.8	2.4	2.4	1.6	77.6	22.4	
	(#)	(88)	(23)	(6)	(3)	(3)	(2)	(97)	(28)	(125)
HEALTH AFFAIRS OTHER UNITS	%	0	0	0	0	0	0	0	0	
	(#)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)
TOTAL for HEALTH AFFAIRS	%	75.3	17.9	2.4	1.2	2.9	0.3	80.5	19.5	
	(#)	(672)	(160)	(21)	(11)	(26)	(3)	(719)	(174)	(893)

* Complement includes positions for which funds from federal and other sources are now available, but have not been in all instances approved for the future.

Note: All percentages are rounded to the nearest tenth.

SOURCE: Office of Institutional Research - University of North Carolina at Chapel Hill

CHART 17

SUMMARY OF CHANGES
IN BLACK AND FEMALE FACULTY BY RANK
UNIVERSITY OF NORTH CAROLINA
AT CHAPEL HILL

BLACK FACULTY:

	9/30/75	9/30/80	9/30/84	9/30/85
Professor	4	7	13	17
Associate Professor	6	18	19	17
Assistant Professor	20	18	16	17
Instructor	7	1	2	1
SUBTOTAL, Tenure Track	37	44	50	52
Lecturer or Equivalent	4	13	7	7
TOTAL	41	57	57	59

FEMALE FACULTY:

	9/30/75	9/30/80	9/30/84	9/30/85
Professor	26	37	51	62
Associate Professor	65	93	100	100
Assistant Professor	139	114	123	128
Instructor	55	22	10	8
SUBTOTAL, Tenure Track	285	266	284	298
Lecturer or Equivalent	28	101	95	109
TOTAL	313	367	379	407

NOTE: The data for 1975 did not include Lecturer Equivalents.

SOURCE: Office of Institutional Research -
University of North Carolina at Chapel Hill

CHART 18

SPA Work Force Analysis
(Rounded to the Nearest Tenth)
30 September 1985

FOC Code	Federal Occupation Category	Sex	White		Black		Other		Total	
			Number	%	Number	%	Number	%	Number	%
1	Executive, Administrative and Managerial	Male	95	46.8	7	3.4	2	1.0	104	51.2
		Female	91	44.8	7	3.4	1	0.5	99	48.8
		Total	186	91.6	14	6.9	3	1.5	203	100.0
3	Professional Non-Faculty	Male	200	37.7	10	1.9	5	0.9	215	40.6
		Female	279	52.6	27	5.1	9	1.7	315	59.4
		Total	479	90.4	37	7.0	14	2.6	530	100.0
4	Clerical and Secretarial	Male	120	6.1	61	3.1	3	0.2	184	9.3
		Female	1437	72.9	334	16.9	16	0.8	1787	90.7
		Total	1557	79.0	395	20.0	19	1.0	1971	100.0
5	Technical and Paraprofessional	Male	242	32.3	35	4.7	10	1.3	287	38.3
		Female	371	49.5	72	9.6	20	2.7	463	61.7
		Total	613	81.7	107	14.3	30	4.0	750	100.0
6	Skilled Crafts	Male	286	76.7	66	17.7	2	0.5	354	94.9
		Female	16	4.3	3	0.8	0	0.0	19	5.1
		Total	302	81.0	69	18.5	2	0.5	373	100.0
7	Service and Maintenance	Male	121	14.4	329	39.1	2	0.2	452	53.7
		Female	53	6.3	333	39.6	3	0.4	389	46.3
		Total	174	20.7	662	78.7	5	0.6	841	100.0
	Totals	Male	1064	22.8	508	10.9	24	0.5	1596	34.2
		Female	2247	48.1	776	16.6	49	1.0	3072	65.8
		Total	3311	70.9	1284	27.5	73	1.6	4668	100.0

SOURCE: Personnel Department - University of North Carolina at Chapel Hill
CHART 19

SPA Personnel

FOC Code	Federal Occupation Category	SPA Utilization Analysis September 30, 1984				SPA Utilization Analysis September 30, 1985				Hires September 30, 1985				Projected Hiring Goals* September 30, 1985			
		Race	Male	Female	Total	Race	Male	Female	Total	Race	Male	Female	Total	Race	Male	Female	Total
1	Executive, Administrative and Managerial	W	92	88	180	W	95	91	186	W	11	5	16	W	4	3	7
		B	6	5	11	B	7	7	14	B	1	2	3	B	2	1	3
		O	1	1	2	O	2	1	3	O	1	0	1	O	0	0	0
3	Professional Non-Faculty	W	177	248	425	W	200	279	479	W	36	63	99	W	38	51	89
		B	10	22	32	B	10	27	37	B	1	4	5	B	5	7	12
		O	6	11	17	O	5	9	14	O	1	2	3	O	2	2	4
4	Clerical and Secretarial	W	114	1417	1531	W	120	1437	1557	W	36	361	397	W	40	361	401
		B	62	309	371	B	61	334	395	B	4	86	90	B	8	90	98
		O	1	13	14	O	3	16	19	O	2	6	8	O	1	7	8
5	Technical and Paraprofessional	W	241	381	622	W	242	371	613	W	55	109	164	W	95	127	222
		B	35	73	108	B	35	72	107	B	3	10	13	B	8	10	18
		O	9	14	23	O	10	20	30	O	5	10	15	O	4	7	11
6	Skilled Crafts	W	273	12	285	W	286	16	302	W	58	4	62	W	59	3	62
		B	67	3	70	B	66	3	69	B	3	0	3	B	7	1	8
		O	1	0	1	O	2	0	2	O	1	0	1	O	0	0	0
7	Service and Maintenance	W	122	43	165	W	121	53	174	W	47	22	69	W	45	12	57
		B	339	336	675	B	329	333	662	B	123	62	185	B	132	82	214
		O	4	0	4	O	2	3	5	O	2	3	5	O	2	0	2
	Totals	W	1019	2189	3208	W	1064	2247	3311	W	243	564	807	W	281	557	838
		B	519	748	1267	B	508	776	1284	B	135	164	299	B	162	191	353
		O	22	39	61	O	24	49	73	O	12	21	33	O	9	16	25
	Total		1560	2976	4536		1596	3072	4668		390	749	1139		452	764	1216

*Goals were established based upon projected hiring opportunities and work force availability rather than upon revision of SPA population. Experience has shown that population change projections by race, sex and Federal Occupation Category are not reasonably predictable. This is due to terminations, abolishment of positions, creation of new positions, initial classification of positions which were EPA and other factors.

SOURCE: Personnel Department - University of North Carolina at Chapel Hill

CHART 20

SPA Hiring Results 1 October 1984 - 30 September 1985
Compared to
Goals of September 1985

FOC Code	Federal Occupation Category	Race and Sex	Goals 10-1-84 through 9-30-85	Hired 10-1-84 through 9-30-85	Remaining Goals 9-30-85
1	Executive, Administrative and Managerial	White Male	4	11	0
		White Female	3	5	0
		Black Male	2	1	1
		Black Female	1	2	0
		Other Male	0	1	0
		Other Female	0	0	0
3	Professional Non-Faculty	White Male	38	36	2
		White Female	51	63	0
		Black Male	5	1	4
		Black Female	7	4	3
		Other Male	2	1	1
		Other Female	2	2	0
4	Clerical and Secretarial	White Male	40	36	4
		White Female	361	361	0
		Black Male	8	4	4
		Black Female	90	86	4
		Other Male	1	2	0
		Other Female	7	6	1
5	Technical and Para-professional	White Male	95	55	40
		White Female	127	109	18
		Black Male	8	3	5
		Black Female	10	10	0
		Other Male	4	5	0
		Other Female	7	10	0
6	Skilled Crafts	White Male	59	58	1
		White Female	3	4	0
		Black Male	7	3	4
		Black Female	1	0	1
		Other Male	0	1	0
		Other Female	0	0	0
7	Service and Maintenance	White Male	45	47	0
		White Female	12	22	0
		Black Male	132	123	9
		Black Female	82	62	20
		Other Male	2	2	0
		Other Female	0	3	0

SOURCE: Personnel Department - University of North Carolina at Chapel Hill

CHART 21

Summary of
Changes in University Employment
September 30, 1984 - September 30, 1985

	Complement on Sept. 30, 1984		Complement on Sept. 30, 1985	
	No.	%	No.	%
FACULTY				
By Race				
White				
Black				
Other				
Total				
By Sex				
Male				
Female				
Total				
EPA NON-FACULTY				
By Race				
White				
Black				
Other				
Total				
By Sex				
Male				
Female				
Total				
SPA EMPLOYEES				
By Race				
White	3,208	70.7	3,311	70.9
Black	1,267	27.9	1,284	27.5
Other	61	1.3	73	1.6
Total	4,536	99.9	4,668	100.0
By Sex				
Male	1,560	34.4	1,596	34.2
Female	2,976	65.6	3,072	65.8
Total	4,536	100.0	4,668	100.0
ALL EMPLOYEES				
By Race				
White				
Black				
Other				
Total				
By Sex				
Male				
Female				
Total				

CHART 22

CHART 23

SUMMARY OF CHANGES IN HEADCOUNT ENROLLMENT FALL 1978 - FALL 1985

	Enrollment Fall 1978		Enrollment Fall 1979		Enrollment Fall 1980		Enrollment Fall 1981		Enrollment Fall 1982		Enrollment Fall 1983		Enrollment Fall 1984		Enrollment Fall 1985	
	--No.--	--%--	--No.--	--%--	--No.--	--%--	--No.--	--%--	--No.--	--%--	--No.--	--%--	--No.--	--%--	--No.--	--%--
UNDERGRADUATES																
--By Race--																
White	12879	91.8%	13298	90.7%	13459	90.1%	13089	89.6%	13098	88.3%	12810	88.0%	12850	88.3%	13204	88.6%
Black	946	6.7%	1127	7.7%	1220	8.2%	1348	9.2%	1467	9.9%	1455	10.0%	1388	9.5%	1324	8.9%
Other	200	1.4%	236	1.6%	254	1.7%	261	1.8%	265	1.8%	293	2.0%	321	2.2%	370	2.5%
Total	14025	100.0%	14661	100.0%	14933	100.0%	14618	100.0%	14830	100.0%	14558	100.0%	14559	100.0%	14898	100.0%
--By Sex--																
Male	6438	45.9%	6510	44.4%	6528	43.7%	6248	42.7%	6273	42.3%	6082	41.8%	5965	41.0%	6054	40.6%
Female	7587	54.1%	8151	55.6%	8405	56.3%	8370	57.3%	8557	57.7%	8476	58.2%	8594	59.0%	8844	59.4%
Total	14025	100.0%	14661	100.0%	14933	100.0%	14618	100.0%	14830	100.0%	14558	100.0%	14559	100.0%	14898	100.0%
GRADUATE STUDENT																
--By Race--																
White	4240	91.2%	4367	91.4%	4464	91.4%	4844	91.7%	5038	92.0%	5062	91.8%	4962	92.3%	5098	92.4%
Black	301	6.5%	313	6.6%	314	6.4%	313	5.9%	302	5.5%	295	5.3%	263	4.9%	275	5.0%
Other	106	2.3%	97	2.0%	106	2.2%	128	2.4%	139	2.5%	160	2.9%	150	2.8%	142	2.6%
Total	4647	100.0%	4777	100.0%	4884	100.0%	5285	100.0%	5479	100.0%	5517	100.0%	5375	100.0%	5515	100.0%
--By Sex--																
Male	2328	50.1%	2322	48.6%	2324	47.6%	2439	46.1%	2499	45.6%	2518	45.6%	2468	45.9%	2509	45.5%
Female	2319	49.9%	2455	51.4%	2560	52.4%	2846	53.9%	2980	54.4%	2999	54.4%	2907	54.1%	3006	54.5%
Total	4647	100.0%	4777	100.0%	4884	100.0%	5285	100.0%	5479	100.0%	5517	100.0%	5375	100.0%	5515	100.0%
PROFESSIONAL**																
--By Race--																
White	1454	89.6%	1449	89.3%	1458	88.5%	1492	89.2%	1512	88.6%	1495	88.9%	1477	88.0%	1393	86.6%
Black	138	8.5%	141	8.7%	153	9.3%	148	8.9%	144	8.4%	133	7.9%	141	8.4%	143	8.9%
Other	30	1.8%	32	2.0%	37	2.2%	32	1.9%	51	3.0%	54	3.2%	60	3.6%	72	4.5%
Total	1622	100.0%	1622	100.0%	1648	100.0%	1672	100.0%	1707	100.0%	1682	100.0%	1678	100.0%	1608	100.0%
--By Sex--																
Male	1201	74.0%	1153	71.1%	1168	70.9%	1148	68.7%	1151	67.4%	1122	66.7%	1092	65.1%	993	61.8%
Female	421	26.0%	469	28.9%	480	29.1%	524	31.3%	556	32.6%	560	33.3%	586	34.9%	615	38.2%
Total	1622	100.0%	1622	100.0%	1648	100.0%	1672	100.0%	1707	100.0%	1682	100.0%	1678	100.0%	1608	100.0%
ALL STUDENTS																
--By Race--																
White	18573	91.5%	19114	90.8%	19381	90.3%	19345	89.7%	19648	89.2%	19367	89.0%	19289	89.3%	19695	89.4%
Black	1385	6.8%	1581	7.5%	1687	7.9%	1809	8.4%	1913	8.7%	1883	8.7%	1792	8.3%	1742	7.9%
Other	336	1.7%	365	1.7%	397	1.8%	421	2.0%	455	2.1%	507	2.3%	531	2.5%	584	2.7%
Total	20294	100.0%	21060	100.0%	21465	100.0%	21575	100.0%	22016	100.0%	21757	100.0%	21612	100.0%	22021	100.0%
--By Sex--																
Male	9967	49.1%	9985	47.4%	10020	46.7%	9835	45.6%	9923	45.1%	9722	44.7%	9525	44.1%	9556	43.4%
Female	10327	50.9%	11075	52.6%	11445	53.3%	11740	54.4%	12093	54.9%	12035	55.3%	12087	55.9%	12465	56.6%
Total	20294	100.0%	21060	100.0%	21465	100.0%	21575	100.0%	22016	100.0%	21757	100.0%	21612	100.0%	22021	100.0%

BLACK STUDENT APPLICATION/ADMISSION/ENROLLMENT DATA

Freshman Class - Black Only
In-State and Out-of-State Combined

	1979	1980	1981	1982	1983	1984	1985
Number of Final Applicants (1)	747	813	956 (5)	1037	1020	766	750
Percentage of Final Applicants with PGA (2) of 1.6 or Higher	82.7%	78.1%	65.8%	71.49%	66.64%	79.50%	79.06%
Number Admitted	567	604	675	674	633	515	488
Admittees as % of Final Applicants (3)	75.9%	74.3%	70.6%	65.86%	62.06%	67.23%	65.06%
Number Enrolled (4)	409	368	461	470	427	346	324
Enrollees as % of Admittees	72.1%	60.9%	68.3%	68.96%	67.46%	65.82%	64.75%
Black as % of All Freshmen	11.8%	11.4%	14.3%	14.25%	13.31%	10.09%	9.49%

---

1) Excludes those who withdrew, or did not complete, their applications.

2) Predicted Grade Average

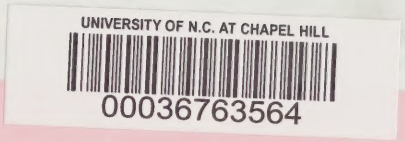
3) The comparable percentages for whites were lower, in all five years, by approximately 10 percentage points. For the Fall of 1985, only 47.77% were admitted from the final applicants.

4) Includes "readmits" as follows: 1978-4, 1979-0, 1980-3, 1981-1, 1982-2, 1983-5, 1984-7, 1985-8.

5) Seventeen applicants had no PGA (High School did not rank).

SOURCE: Office of the Vice Chancellor for University Affairs

CHART 24


UNIVERSITY OF N.C. AT CHAPEL HILL
00036763564

FOR USE ONLY IN
THE NORTH CAROLINA COLLECTION

Form No. A-368, Rev. 8/95